



## **SCRUTINY COMMISSION – 6 APRIL 2016**

### **QUARTER 3 2015/16 PERFORMANCE REPORT**

#### **REPORT OF THE CHIEF EXECUTIVE**

##### **Purpose of Report**

1. The purpose of this report is to provide the Scrutiny Commission with an overview of current performance against the 'Enabling Economic Growth' and 'Safer Communities' themes of the County Council Strategic Plan 2014-18. It also highlights Strategic Plan performance on corporate areas not covered by the other scrutiny committees.

##### **Policy Framework and Previous Decisions**

2. In May 2014 the County Council agreed a new Strategic Plan to 2018 including a range of new priorities and supporting indicators and targets, to form the basis for future performance management.

##### **Background**

3. The report provides an update on performance by way of three dashboards. The first dashboard summarises current overall performance against the Council's Strategic Plan priorities and other key indicators and is attached as Appendix 1. Indicators currently rated 'red' are set out in Appendix 2. More detail regarding Strategic Plan theme performance is being reported to the departmental scrutiny committees.
4. A second dashboard covers local economic growth and includes 6 indicators that are available quarterly, and is included as Appendix 3. A wider set of more strategic measures will be reviewed annually as part of the County Council Annual Performance Report covering: productivity and competitiveness, business survival rates, enterprise growth, skills, housing, and tourism.
5. A 'Customers and Corporate Health' dashboard reports on corporate areas not covered by other scrutiny committees and is included as Appendix 4. It incorporates information on:
  - customers and communities
  - communications and perceptions
  - people management and equalities
  - property and environmental performance
  - strategic commissioning/procurement
  - information management
  - risk management and audit

## **Performance Update – Enabling Economic Growth**

6. A key development has been the submission of a **Combined Authority (CA) proposal** for Leicester and Leicestershire by the nine local authorities supported by the Leicester and Leicestershire Enterprise Partnership (LLEP). The CA will provide the sub-region with improved collaborative governance relating to strategic planning, transport and skills and provides a foundation from which to agree ambitious proposals for devolved powers and funding from Government. Subject to parliamentary approval it is anticipated that the CA will be in place from the autumn of 2016.
7. Local partners are also involved in developing an ambitious **devolution deal proposal** for submission to Government from July 2016. This is being overseen by the Economic Growth Board, acting as the Shadow Combined Authority, and currently involves the investigation of potential devolved powers and funding and other asks from Government across a wide range of issues.

## **Investment in Place – Building the Infrastructure for Growth**

### *Economic Growth Data*

8. The most recent data from the RBS Regional Growth Tracker estimates that the Leicestershire & Rutland economy grew by 2.6% in the year to June 2015. This is above the East Midlands average of 2.2%.

### *Growth Deal*

9. **Growth Deals** provide funds to local enterprise partnerships from the Local Growth Fund for projects that benefit the local area and economy. They bring together infrastructure, housing and other funding in a single pot, put directly into the hands of local authorities and businesses to invest in what is needed to maximise potential economic growth. The paragraphs below set out the main Growth Deal projects, together with comments on progress.

### *Growth Deal 1*

- a) *Leicester North West (A50)* (in conjunction with Leicester City Council) – transport corridor improvement to facilitate mixed use urban extension in the regeneration area and mitigate the impacts of growth in the Coalville area (A511) and reduce congestion. Total funding allocated: £16.2m = £3.5m (2015/16) + £5m (2016/17) + £7.7m (2017/18). Discussions are taking place between the joint County/City Project Board and the LLEP regarding the re-profiling of the funding for this project over four years (to 2018/19) rather than three to better manage the overall LLEP GD programme expenditure.
- b) *Local Sustainable Transport Fund (Round 2)* – part of the proposed Lubbethorpe development, to improve the public realm in Hinckley, including footway, cycle facilities and traffic signalling. Total funding allocated: £3.64m = £1.54m (2015/16) + £1.4m (2016/17) + £0.7m (2017/18).

- c) *Coalville Growth Corridor (A511)* – improve M1 Junction 22 access to the A511 and A42 Junction 13 to unlock growth potential as part of wider housing development. Total funding allocated: £4.64m = £2.54m (2015/16) + £2.1m (2016/17).
- d) *Lubbesthorpe Sustainable Urban Extension* – improve access to strategic employment site. Total funding allocated: £3.25m (2016/17). County Council work to support local development is on track, however, the developer's timetable is not on track. The Bridge to Growth is on track.
- e) *Superfast Leicestershire* has £1.05m Local Growth Fund for 2015/16. This is split between the County (£675,000) and City (£375,000) areas. All spend is complete for the county, however, no drawdown of spend has occurred due to no funding agreement with the City Council being in place, although the agreement is now close to being finalised.

#### *Growth Deal 2*

- f) *Leicestershire Workspace Programme* – development of managed workspace, office and incubator facilities (including starter and grow-on units) in Coalville. Total funding allocated: £3.67m (2016-21).

#### *Growth Deal 3*

- g) The LLEP is continuing to review the business case for existing potential bids for any future local growth funding (including *Leicestershire Rural Workspace Programme*) and has established a pipeline process for additional 'expressions of interest' for applications which the County is feeding into.

#### *Broadband Connectivity*

10. At the end of quarter 3, the **superfast broadband programme** had provided a total of 61,963 additional premises with access to superfast broadband speeds, which is very close to the target of 62,000. As of February there was a 25% take up of superfast broadband in the areas supported by the programme. Delivery will commence in summer 2016 of the Superfast Extension Programme (SEP) a £7.9 million contract which will extend coverage to a further 10,000 premises.

#### *Infrastructure Plan*

11. The County Council is seeking to establish a more strategic approach to infrastructure planning and capital investment to maximise its impact on achieving spatial and economic growth aspirations. An **Infrastructure Plan** is in preparation which will have two clear objectives. It will:

- identify current and planned infrastructure investment required to support population growth and deliver economic development in the county; and
- enable the prioritisation of future investment to address known gaps and potential shortfalls across key council services, over the short/medium term (up to 2031) and long term (up to 2050).

### *Strategic Growth Plan*

12. Agreement was secured from the Members Advisory Group (which brings together planning and highways lead members from the city, county and district councils) in February 2016 on the nature, form and content of the proposed **Strategic Growth Plan (SGP)**, and the evidence base and costs required. The SGP will set the long term growth strategy for Leicester and Leicestershire up to 2050, and set a context for local plans and economic investment plans. There will be three key stages in the preparation of the SGP, each of which will involve a period of consultation:

- Stage 1: Strategic Growth Statement. This will set out a bold vision for the future founded on evidence (consultation anticipated June/July 2016);
- Stage 2: Draft Strategic Growth Plan. The key document in the process. It will focus on the quantum and broad spatial distribution of development across Leicester and Leicestershire and, in making decisions, would apply the strategic principles or policies that had been agreed in the Strategic Growth Statement; and
- Stage 3: A Final Strategic Growth Plan. This will represent the shared vision for the future of the constituent organisations, a commitment to the quantum and spatial distribution of development and the identification of key infrastructure requirements.

13. Procurement of the Housing and Economic Development Needs Assessment (HEDNA), the key piece of evidence to inform the SGP, was also secured at the beginning of February 2016. Work will be undertaken on the HEDNA in parallel with the preparation of the SGP.

### *Loughborough University Science & Enterprise Park (LUSEP)*

14. Work by consultants and key partners continues on the preparation of a Concept Masterplan Framework for the **Loughborough Science and Enterprise Park** in alignment with Charnwood Borough Council's adopted Local Plan. The masterplan will provide a positive framework for integrated development for the delivery of future phases of the Loughborough Science and Enterprise Park.

### *Additional Enterprise Zone*

15. The creation of the Loughborough and Leicester **Science and Innovation Enterprise Zone** (subject to business case approval) was announced in the Budget 2016, this follows the original bid to Government narrowly missing out when first submitted last September.

16. It is anticipated that the new £180m Enterprise Zone will create nearly 25,000 jobs and welcome 300 new businesses to the area over the next 25 years. The Zone will help to position Leicestershire as the capital of science research, product development and innovation within the Midlands Engine (see paragraph 18).

### *Advanced Technology Innovation Centre (ATIC)*

17. The establishment of an **Advanced Technology Innovation Centre (ATIC)** has been supported through the Leicester and Leicestershire City Deal. It is a 2,100 sq. m development made up of office, studio and laboratory space of between 16 and 92 sq. m units, designed to meet the evolving needs of early-stage to larger SME development. Funders for the project include Charnwood Borough Council (£0.15m), Loughborough University (£2.95m), Leicestershire County Council (£0.45m), ERDF (£1.07m), in addition to City Deal (£2m). The ATIC is nearing completion.

### *Midlands Engine*

18. The **Midlands Engine Prospectus**, launched in December 2015, sets out a vision for an economy focused on boosting productivity, attracting inward investment, increasing connectivity and building a regional tourism offer. It outlines an aspiration of 300,000 jobs and £34bn worth of growth by 2030, involving 11 LEPs across the Midlands supported by a £5 million trade and investment package to help promote the region overseas, reach new markets and boost exports. The focus is on five key themes: trade and investment; transport; research and innovation; business support; and skills. It forms a core element of the Government's plans to back Local Enterprise Partnerships to promote jobs and growth.

19. In early February 2016, submissions were sought to form the Midlands Engine major infrastructure projects pipeline. Three bids were prepared and submitted from the Leicester and Leicestershire LEP area. These were for the Loughborough Science and Enterprise Park, Leicester North West Growth Corridor Improvements (Phase 3) and Space Park in collaboration with Leicester University.'

20. A bid has been submitted by Loughborough University, supported by the County Council and the LLEP, to host the Midlands Engine executive and secretariat.

## **Investment in Business – Business Growth and Business Support**

### *Leicester Business Festival*

21. The inaugural Leicester **Business Festival** 2015 was commissioned by the LLEP and received over 7,000 attendees across 80 events. The County Council hosted or took part in a number of events across the festival. Planning for the 2016 Festival is now underway.

### *Tourism*

22. In October 2015, the City and County Council jointly commissioned an independent review to evaluate the effectiveness of current **tourism support arrangements**, and to explore and make recommendations on future governance, management and delivery options. Extensive stakeholder consultation and engagement included one-to-one interviews; a workshop and an on-line survey. The findings were reported to Cabinet on 1 March 2016 at which it

was agreed to consult on a preferred option for future tourism governance and delivery arrangements.

*Rural Development Programme – European Agricultural Fund for Rural Development (EAFRD)*

23. The first **EAFRD business development** call closed on 27 November. Micro and small businesses in rural Leicestershire were invited to apply for grants of between €35,000 and €200,000 (approx. £140,000) for projects including those in the tourism and local food and drink sectors and/or supporting good quality rural workspace and farm diversification.
24. 15 outline applications were received, seeking a total of £1.6million grant against the call value of £0.7million. 'Gateway' checks eliminated 2 projects and the remaining 13 were assessed and considered by the ESIF Sub-Committee last month. 9 bids, totalling £975,000 grant, were agreed to be invited to full application by May 2016 and this included applications from all eligible districts.

*Rural Development Programme - LEADER*

25. The East Leicestershire **LEADER** programme has invited 35 outline applications to submit full applications across its first two calls. The total value of these projects is £819,276. The calls focussed on applications from micro and home based businesses, tourism projects, farm productivity and food and drink businesses with grants of between £2,500 and £35,000 available.
26. North Warwickshire and Hinckley and Bosworth LEADER first call closed on 4 January. The call invited applications from small and micro businesses as well as farming and forestry businesses. Grants of between £2,500 and £25,000 were available.

*ERDF Broadband 1-2-1 Business Support programme*

27. The ERDF funded **Broadband Business Support programme** delivered in partnership with the East Midlands Chamber finished in December 2015. The objectives of the project were to raise take-up of Superfast Broadband and to develop business ICT capabilities to enable them to maximise new technologies. An evaluation estimated that the net economic impact achieved through the programme for 2015/16 to date is 13.35 FTE net additional employment, and £362,100 net additional Gross Value Added (GVA) to the local economy. A key target output of the programme was to get 60 SMEs to take up 12 hours of free business support training. This target was surpassed and 141 businesses have now been assisted with 12 hours of support.
28. Leicestershire County Council is working with the Chamber of Commerce to submit a second-stage ERDF application to support broadband vouchers, technology grants and ICT training / workshops.

*ERDF Women in Broadband*

29. Over 90 delegates attended the Women in Broadband closing conference on 18 March 2016. Training elements for the programme have included 6 digital skills (web content, social media, email marketing, SEO, selling on the internet, and blogging), business skills, networking and relationship building, visioning, personal branding, and other content. The participants were matched with their own personal business mentors. Officers are now exploring opportunities for further funding to support Women in Broadband initiatives.
- 30.

*ERDF Collaborate for Business Growth*

31. The City Council has submitted an expression of interest for a £6m project to support the LLEP priority sector. The County Council is a delivery partner, providing match funding and project delivery through Creative Leicestershire. The project includes a £1.4m grant programme, inward investment support, one-to-one specialist sector advice, workshops, networking and peer support through an ambassador network.

*Social Enterprise Development and Support*

32. The development of a thriving **Social Enterprise sector** across the County is one element which will contribute to the Council's economic growth objectives, along with achieving the priorities of the Council's Communities Strategy.
33. The Council currently holds a contract with CASE (Co-operative & Social Enterprise Development Agency) to deliver a Social Enterprise Support Service for 2 years. The scope of the service, which began in July 2015, includes the following:
- Supporting the development of a thriving social enterprise sector in Leicestershire, by providing one-to-one advice and support to potential, emerging and existing social enterprises/social businesses;
  - Supporting social enterprises/social businesses and other community based (not-for-profit) organisations to explore and access a range of methods of generating income/investment;
  - The provision of support to individuals and groups (including Council staff) who have an interest in delivering (devolved) Council services, along with strategic advice to the Council around opportunities for service devolution; and
  - Supporting the Council's objectives around stimulating local economic and business growth, with a particular focus on social businesses.
34. In addition to the CASE contract, the Council has invested £20,000 in a **Social Enterprise Grant Fund**, which is delivered by the Leicestershire & Rutland Community Foundation on behalf of the Council. Grants of up to £3,000 are available to help grow and develop social enterprises which are providing activities aligned to Council priorities. The first grant panel has taken place in February 2016, and 7 social enterprises were awarded a total of £9,144.

### *Creative Leicestershire*

35. The **Creative Leicestershire programme** is supported by a partnership of County, City and District authorities to provide business support for creative sector enterprises across Leicester, Leicestershire and Rutland. Commitment to sustaining the service for the next year has been made by the councils represented on the Steering Group.
36. In 2015/16 to date, the following have been achieved:
- 8 editions of the monthly e-bulletin received by 3,500 enterprises
  - 2 networking events attended by 100 enterprises in Leicester and in Hinckley.
  - 84 individual face-to-face business advice sessions with follow-up consultations
  - 25 workshops on different aspects of running your own business at the Enterprise Unit for Loughborough University.
37. Creative Leicestershire is working with UK Trade & Investment to run drop in surgeries for Creative Leicestershire and incubated businesses at Loughborough University as part of the *Export is Great* campaign in April 2016.
38. Creative Leicestershire has been closely involved in the development of the Generator Project in Loughborough town centre, in partnership with the University, Charnwood Borough Council, the Business Improvement District, Charnwood Arts and 20:20. This project plans to develop a creative and arts-based business centre in the former Art School building.

### **Investment in People – Employment and Skills support**

*Unemployment Data* (Further details are available in the [online dashboard](#))

39. The Leicestershire **Job Seekers Allowance (JSA) rate** shows a downward trend since spring 2013. This trend mirrors national and regional changes. The County rate of 0.7% in December 2015 is the lowest rate since current recording began in 1992. Although the gap is closing, the Leicestershire rate remains lower than the regional and national positions (both 1.4%).
40. The Leicestershire ILO **unemployment rate** fluctuated in the range 5% to 6.9% during the 5 years to spring 2014. This indicator typically 'lags' behind the JSA claimant count, however, it now reflects the latter's downward trend. The latest County result of 3.6% (September 2015) remains lower than the regional and national positions of 5.1% and 5.5% respectively.

*Employment Data* (Further details are available in the [online dashboard](#).)

41. The Leicestershire **employment rate** shows a general trend of recovery from a low of 71.4% in 2010. The latest result is 76.1% in September 2015, which remains below the historic high of 80% in 2005-06. Leicestershire's employment rate remains above the regional (73.5%) and national (73.6%) positions.



Supporting people into employment*European Social Fund*

42. Specifications are now going live across TO8 (into employment), TO9 (social inclusion) and TO10 (upskilling the workforce) of the LLEP's £54m of **European Social Fund (ESF)** money (2014-2020). This activity clearly aligns with the County Council's Enabling Growth Plan commitment to support those furthest from the labour market on the pathway to sustainable employment and will seek to engage with many of the individuals and families already working with the County Council.
43. The Authority has produced advice notes for all potential bidders to ensure that projects align with the County Council's objectives, add value to the existing offer, and meet current and future gaps in delivery. The Authority has a statutory duty to support some of the more vulnerable cohorts that these projects will be working with, meaning the County Council will have a vital role in engaging with bidders and facilitating delivery. Progress of released tenders is summarised below.

<b>Priority Axis 9 Contract</b>	<b>Contract value</b>	<b>Successful Applicant</b>	<b>Progress</b>
Social Inclusion	£5.24m	Not awarded	Re-release anticipated March 2016
Young People Inclusion	£1.94m	VAL	LCC shaped bid development
Family Inclusion	£2.13m	VAL	LCC shaped bid development
Financial and Digital Inclusion	£1.94m	Reaching People (Asra)	LCC shaped bid development
Rural Inclusion	£2.43m	Not awarded	LCC bid was unsuccessful. Re-release anticipated March 2016

<b>Priority Axis 8 Contract</b>	<b>Contract value</b>	<b>Successful Applicant</b>	<b>Progress</b>
NEET Support		Tbc	Call closed 18 January 2016
NEET Ex-offender Support		Tbc	Call closed 18 January 2016
Over 25s Employment Gateway	£5.4m	Tbc	Call closed 8 March 2016

*Work Clubs*

44. Leicestershire **Work Clubs** have attracted 4,379 visits from 627 individuals from April 2015 to January 2016, with 28% achieving job success. Despite the reduction in the overall County unemployment figures, attendance at Work Clubs continues to increase, with Loughborough alone attracting 30 new users each week. Business support remains popular with 142 business ideas given one-to-one support, leading to 9 new start-ups.

### *Wheels to Work*

45. Since its inception in 2011, the **Wheels to Work** scheme has supported over 650 clients in accessing work or training. There are currently 205 scooters (including electric bikes and small motorbikes) in operation. Over 40% of the clients are over 25 years old and 45% of the clients have joined the scheme through word of mouth. Access to employment is by far the biggest factor for clients joining the scheme at 70%, with apprenticeships accounting for 15% and higher education also 15%. From April to December 2015, 215 participants have benefitted from the project across all districts.

### *Adult Learning Programmes*

46. There were 6,627 enrolments for all **Adult Learning Programmes** during the academic year up to 31 December 2015. 1,935 enrolments (29.2% of participants) enrolled in programmes with vocational outcomes or English and Maths provision.

47. The Council's Adult Learning Service traineeship programmes for 16-24 year old 'NEETs' have enrolled 12 candidates to date. The participants have been engaged through a variety of partner organisations including the Prince's Trust and Connexions, and are currently in training, on work placement, or have completed the programme

### *Supporting Young People on the Pathway to Employment and Minimising Young People Not in Education, Employment or Training (NEET)*

48. **NEET rates** follow a seasonal pattern linked to the academic year, with a typical rise during September. Rates have remained low and improved slightly over the past 5 years. December shows the County (3.0%) continuing to perform well compared to regional (3.9%) and national (4.2%) results. Within the County, Harborough District had the lowest rate (2.0%) and Hinckley & Bosworth the highest rate (3.7%) in December 2015. Further details are available in the [online dashboard](#).

### *Careers and Enterprise Company (CEC)*

49. In December 2014, the Secretary of State for Education announced the creation of a **Careers and Enterprise Company** (CEC) to unlock the potential of Britain's young people by strengthening interactions between employers and schools. The CEC uses an 'Enterprise Coordinator - Enterprise Adviser' network model to create lasting connections between businesses and schools within a local area. In July 2015, the CEC awarded the LLEP £100,000 to employ 2 Enterprise Coordinators (ECs) to work with 40 secondary schools and 3 special schools. The ECs are currently engaging with schools and businesses and have signed up in principal the following schools:

- DeLisle College (Loughborough)
- Gateway College (City)
- Wigston College (Wigston)
- Judge Meadow Community College (City)

- Maplewell Hall School (Woodhouse Eaves)
- The Kibworth School (Kibworth)

50. In addition, on 27 October 2015 the CEC also announced the creation of a £5m Careers and Enterprise Fund (CEF) to transform the career prospects of young people most in need. A number of local providers have bid for this funding (£50,000 to £1m per project) with delivery anticipated from March 2016. Claudia Harris, Chief Executive Officer of the CEC, and her leadership team visited Leicestershire on 22 January 2016.

#### *Talent Match Programme*

51. The 5 year **Princes Trust Talent Match Programme** is continuing to provide bespoke employment support for 18-24 year olds who are Not in Employment, Education or Training (NEET) in the Coalville area. Between October and December 2015, 24 new young people have joined the programme, 14 of whom were previously 'hidden NEETs.' To date, 514 young people have engaged with the programme, with 28% moving into work. This is 5% above local targets and 13% above the national average for Talent Match.

#### *Recruitment of Apprentices*

52. The County Council currently has 65 **apprentices** working across all departments in roles such as administration, finance and customer services. The Adult Learning Service has a further 138 apprentices enrolled on apprenticeship programmes working for other public and private sector employers in Leicestershire.

#### *Get Set Project*

53. The **Get Set Project** supports young people aged 16-25 into 3-6 month voluntary work experience placements across a range of departments within the County Council. The aim is to tackle youth unemployment through bespoke opportunities directly tailored to the individual's career aspirations and personal needs. To date:

- 102 young people have been supported into placements.
- 78 young people have successfully completed their 3-6 month placement. Of these:
  - 65% secured part-time, full-time employment or an apprenticeship in their area of interest (24% were within the County Council);
  - 23% went on to further education or training; and
  - 100% have used Get Set as a means of progression; increasing their confidence, enhancing their skills and taking the first steps into securing employment.
- 64% of the young people who have been supported into placement have additional support needs including learning disabilities and difficulties, mental health issues and physical or sensory disabilities.

### *Further Education Area Review*

54. The Council is working closely with FE colleges, other providers of further education, the City Council and LLEP to ensure the forthcoming review of FE provision in Leicester and Leicestershire takes full account of the skills needs of the local economy and local businesses.

### **Performance Update - Safer Communities**

55. There were 211 fewer reported **road casualties** on all roads in Leicestershire in the January to September 2015 period compared to the same period last year, and 19 fewer people killed or seriously injured (KSI). Whilst the number of people killed or seriously injured is forecast to be lower in 2015 than the previous year, it is still off-track for the longer-term target. These forecasts are produced based upon data over the past five years including provisional data to the end of November 2015.

56. **Overall reported crime** has increased very slightly this year (1%, 355 crimes), however reports of vehicle crime have seen continued increases compared to last year.

57. The **re-offending rate by young people** has seen a decrease at the start of 2015/16 following an increase during 2014/15, whilst the number of first time entrants to the youth justice system has reduced further and is now at the lowest level since the baseline year of 2005.

### **Performance Update - Customers and Communities (Appendix 4)**

58. The Customers and Communities Dashboard includes data from the Cmetrix **customer perception** system, for which 1,298 responses were received during quarter 3. A total of 5 out of 7 indicators met the satisfaction target of 80%, although all results were slightly lower than at quarters 1 and 2.

59. The % of residents who feel **well informed** fell at quarter 3. The quarterly sample for this survey is relatively small, and therefore the results are prone to variation, however, this indicator will be monitored closely.

60. The **Customer Service Centre's** (CSC) overall performance improved between quarter 2 and 3. Average call duration continues to be significantly higher than the long term average in the Adults and Communities CSC. This is mainly due to continued high numbers of complex calls resulting from the Care Act changes and associated publicity.

61. The number of **complaints** received was down at quarter 3, and the proportion that was upheld also shows a downward trend. However, there was a reduction in the number of complaints responded to within 10 days during quarter 3. This is largely due to a change in the mix of complaints: there were significantly less Environment and Transport complaints (which are often the easiest to quickly resolve), while Adults and Communities complaints were the biggest segment (and are usually least likely to be resolved within 10 days).

### **Performance Update - Corporate Health (Appendix 4)**

62. The number of days lost per FTE to **sickness absence** during quarter 3 was 9.16 days, which is similar to quarter 2, but above the corporate target of 7.5 days. With work to implement the Attendance Management Action Plan, the number of absence management cases has increased steadily over the past 2 years, with 256 cases ongoing at the end of quarter 3. This issue continues to be reported to the Employment Committee.
63. The definition of 'black and minority ethnic' (BME) used for reporting from the Oracle HR system has been amended since the previous report to include 'White Irish.' This is consistent with the definition used for the targets. The effect of this has been to increase the reported **percentage of BME employees** within the workforce to 11.79%, which is very close to the 12% target. The effect of the amended definition is that the 2015/16 target for BME employees at grade 13+ has now been met with an overall figure of 12.64%.
64. There has been a reduction in the percentage of **employees with a disability** from 4.70% to 4.18% since December 2013. This is an actual reduction from 304 to 268 employees, which is a fall of 11.8%, while the overall workforce reduced by 0.6%. There has also been a reduction in the percentage of employees with a disability at grade 13+ from 4.20% to 3.39% since December 2013. An analysis of those leaving and starting work since December 2013 is currently underway.

### **Background Papers**

Leicestershire County Council Strategic Plan 2014-18

[http://www.leics.gov.uk/index/your\\_council/council\\_plans\\_policies/our\\_priorities\\_and\\_objectives.htm](http://www.leics.gov.uk/index/your_council/council_plans_policies/our_priorities_and_objectives.htm)

Leicestershire County Council Enabling Growth Plan

[http://website/enabling\\_growth\\_plan.pdf](http://website/enabling_growth_plan.pdf)

LLEP Strategic Economic Plan 2014-20, December 2013

<http://www.llep.org.uk/SEP>

Reports to Leicestershire Safer Communities Strategy Board, 17 March 2016

<http://politics.leics.gov.uk/ieListDocuments.aspx?CId=1032&MId=4505&Ver=4>

### **Circulation under Local Issues Alert Procedure**

None

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**Appendices**

Appendix 1 - Strategic Plan Dashboard  
Appendix 2 - Strategic Plan indicators rated red  
Appendix 3 - Economic Performance Dashboard  
Appendix 4 - Customers and Corporate Health Dashboard

**Equality and Human Rights Implications**

65. A number of areas of the report highlight performance on equalities issues.  
Equalities performance will continue to be monitored and feed into actions to improve performance where required.